



FREDERICK COUNTY

DEPARTMENT OF SOCIAL SERVICES

"A Workforce Development Agency"

The Employee Connection

Volume 1 / Issue 3

April 2008

We will strengthen families,
protect vulnerable children
and adults, and offer
opportunities for all people to
achieve independence

-FCDSS Vision Statement

**We are what
we repeatedly
do. Excellence
then, is not an
act but a
habit!**

- Aristotle

Daffodil Days

"Paint the Town Yellow with Hope"

Frederick County Department of Social Services staff participated in the American Cancer's Daffodil Days "Paint the Town Yellow with Hope". With the joys of the Holidays behind us and the promises of a New Year ahead, we were looking forward to the vibrant colors and fresh scents of Spring after experiencing several tantalizing tastes recently! As Spring approaches with the first blooms of the daffodils, it reminds us of hope and new beginnings. By supporting the Daffodil Days, we were helping to "Paint the Town Yellow with Hope"!

Leslie Hagerty & Julie Glushakow hosted this event. In addition, there were nineteen (19) staff who participated and helped to raise \$360 for this worthwhile group. The Daffodils are scheduled to arrive either March 12 or 13 at our offices. So, stop by and enjoy the vibrant colors on the desks throughout the building.

Thank you to everyone who supported the American Cancer Society's Daffodil Days fundraiser!

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Director's Corner

2007-2008 FREDERICK COUNTY DSS ADVISORY BOARD MEMBERS

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Board Meetings are held the fourth
Wednesday of the month except August at
4:15 p.m. at FCDSS.

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Martin O'Malley, Governor
Anthony Brown, Lt. Governor
Brenda Donald, Secretary

Recently, the Department of Human Resources (DHR) was contacted by Mark Torkelson who is Chairman of the Family Assistance Committee for a Regional Mennonite organization. Mr. Torkelson's organization represents 86 congregations and 6,500 members in Eastern Pennsylvania and Maryland. Mr. Torkelson and representatives from local congregations are meeting with Child Protective Services staff around the region to better understand child protection and foster care services. The organization wants to be proactive and cooperative with local departments in child welfare matters may involve children in their faith community.

The Performance Officer for the MD Department of Human Resources has been assigned to work on the DHR Customer Survey process for 2008. In preparation for this survey, an email was sent to the Performance Excellence Council asking for volunteers (FCDSS has representation) to develop this survey. In the past three-years, the Customer Survey Workgroup has worked to streamline the point-in-time survey process for our customers.

Also related to surveys being requested by DHR during the month of January/February was an e-survey that had to be completed by local directors and Central Administrators to update the DHR Strategic Plan. This survey was comprehensive in terms of the information that was collected. The purpose of the e-survey was to learn about the Statewide Leadership Team's preferences for specific changes to the vision, mission, values, and goals of the department; to recommend retention or deletion of specific objectives; and, to determine a group agreement with the alignment of the DHR's top five (5) priorities with goals.

The Department of Human Resources "1000 by 10" campaign which is a statewide effort to encourage an additional one thousand families by the year 2010 is becoming very active. As an incentive, DHR will provide up to \$500 to current foster parents for referring persons who become licensed foster parents for the State. As well, the Governor is including in the next year's budget a monthly one hundred dollars (\$100) increase in the foster care stipend to assist in motivating foster parenting. So, if you know others who might be interested in foster care, please have them call the foster care hotline at 1-888-635-4372 to learn more. In addition, DHR is also making the commitment, hopefully effective July 1, 2008, to provide daycare for in-school kids which will include kids zero (0) to five (5) years on a year around basis predicated on need. Rates for daycare will be in line with Purchase of Care (POC) rates. As more information is available, I will provide it.

Diane W. Gordy

Friendly Finance Facts

By: Finance Staff

The Finance Staff would like to introduce themselves and explain a **FEW** of their duties.

Riley Carpenter, Finance Officer – Riley has been with the Finance Team since January 2004. Riley prepares all the budget information for submission to both the County and the State. He monitors budget and expenses, assists with forecasting monies for grant requests, and keeps Assistant Directors informed of their budgets. If you really want this man to talk, ask him about his grandchildren.

Kim Doyle, Assistant Finance Officer – Kim has been part of the Finance Team since May 2006. Kim has the privilege of working with the above-mentioned employees. She keeps busy supervising the finance team, approving payments, and checking for appropriate funding. She also volunteers to clean out horse stalls, which is why no one wants her to prepare food.

Cindy Ecton, Accounts Payable – Cindy has been part of the Finance Team since December 1985. She produces all the checks every week, which may include Foster Care and Adoption Payroll. She investigates past due payments and all other phases of accounts payable. She makes a delicious peanut butter pie.

Norma Myers, Accounts Receivable - Norma has been part of the Finance Team since June 1992. Norma hands out gift cards, gathers information for Child and Adult Care Food Program, and prints Emergency Assistance checks. She has the most unique collection of earrings you have ever seen.

Glenn Michael Novotny – Glenn Michael is the new kid on the block; he joined our Finance Team in June 2006. He reviews all the CHESSE invoices to check for duplicate payment requests, maintains foster care expenditure reports, and social security reimbursements. He enjoys playing with the big dogs - two German shepherds and a coonhound.

Donna Shoop – Donna has been with the Finance Team since August 2000. Donna tracks expenditures for Senior Care, IHAS, Program 10, MEAP, FEMA, County Commissioners Fund, Ryan White, ETHS, and Adult Services APS. She makes wonderful peanut butter fudge.

Below are a few items to remember so we can work together to do our best for you.

- Invoices are paid every week and there are two systems that we can use to pay them.
- Invoices that are to be paid through our AFS system, such as MD CHESSE, Administration, Assistance, or Local need to be in our finance area with appropriate signatures by the end of business on Tuesdays.
- Invoices that are to be paid through FMIS must be in our finance area with appropriate signatures by Wednesday noon.

Below are some suggestions to make the process go smoothly.

- Please review all requests to ensure that all required information is correct.
- If someone will be picking up a check, please print that name on the paperwork and highlight.
- Remember, any request that is for \$1,000.00 or more must have the Assistant Directors signature in addition to all regular signatures.

Friendly Finance Facts *(continued)*

- We are only allowed to pay from invoices, not statements.
- Submit the original invoice only – this reduces the chance of duplicate payments.
- Receipts for purchases are required (e.g., store cash register tapes).
- Fill out the 312 forms legibly and completely and be sure the client signs them.
 - On the 312, the vendor name and address must match the name and address on the attached invoice.
- You may pick up gift cards (see below for explanation) between the hours of 8:00 a.m. to 9:30 a.m. and 3:00 p.m. to 4:30 p.m. each day. If Norma is not in, please find Kim.
 - Child Welfare Services buys bulk cards for everything from McDonalds, Giant, Weiss, Walmart, etc. These cards are issued to foster children or families who need the cards for food, clothing, formula and other needs. Finance receives, inventories and disburses cards as requested by social workers with their supervisor's signature.
- When filling out travel voucher reimbursements:
 - Fill in the odometer readings for mileage;
 - Meal receipts must be included or reimbursement will be at half of the allotted amounts; and
 - A copy must be made of all pages and attached before forwarding to finance.

This may seem like a lot of information to remember, but internal auditors in Annapolis scrutinize us every time we send out checks. We must meet their requirements to have our invoices paid in a timely fashion. So, that means that we must pass the requirements on to you.

We only have **25 days** for an invoice to be paid. The counting begins from the time the invoice **enters the building, goes to the appropriate staff and then to Finance to pay it**. This is why we need to get **all** the requests and invoices to us as soon as possible.

Finance is always available to you for any questions or concerns you may have. We look forward to working **with you** in the coming year!



FCDSS Emergency Preparedness

By: David Drees

As the State and County governments continue to develop their Emergency Operations Plans, we also are preparing for any emergencies that may arise. Even though our role during an emergency event is not yet determined by those plans, we are working to safeguard our staff and other occupants of our facility. We are also developing plans to minimize possible danger to the structure and its contents that may occur from the effects of various emergencies or disasters.

The very nature and scope of community disasters may make it difficult for emergency service personnel to respond simultaneously to every person in need. Until help arrives, your comfort and possibly your survival may depend on your own readiness. It is important that you know how to respond to severe weather, man-made disasters and interruptions in electricity, water, gas, telephone and other services we use every day at home and at the office.

As a result, we are developing an Emergency Response Plan (ERP). The purpose of the ERP is to provide procedures to follow during emergency situations. This plan is necessary to protect the health, safety, and welfare of employees and visitors. We have also formed a workgroup to address our agency's roles and responsibilities as it pertains to Emergency Support Function #6 (ESF6). In addition, this workgroup is also charged with the task of reviewing, revising and updating our Continuity of Operations (COOP) Plan.

To prepare the agency as a whole and to adequately evaluate these plans, we will be having increased exercises/drills. Some of the drills will be on a small scale involving a limited number of people, such as tabletop exercises. Other drills will be on a much larger scale, such as building evacuations.

To better prepare each of you personally, we are offering a variety of trainings throughout the year. Those trainings will include CPR/AED, First Aid, Bloodborne Pathogens, Red Cross Shelter training and, Emergency Preparedness for the home and office.

We have also invested in new equipment, such as an Automated External Defibrillator (AED), additional emergency lighting, and First Aid and Bloodborne Pathogens Kits. This equipment, along with training, will better prepare us for an emergency event.

If you would like further information or would like to volunteer in planning and/or participating in various drills, please contact David Drees at 3-2457.

BE AWARE...

BE PREPARED...

BE READY!

Honeymoon Over: Child Support Delinquent Pays \$139,000 in Outstanding Arrears

Source: February Front & Central

Passport Denial Program Catches Man Returning to Country with New Bride

Secretary Brenda Donald announced that the State of Maryland recently collected one of the largest payments ever for nonpayment of child support when authorities arrested a 46 year old Virginia man returning to the country after a Bahamian honeymoon with his new bride.

Maryland collected \$139,000 in delinquent child support payments from Karl E. Hoffman, of Arlington, VA, after authorities detained him at the Miami-Dade International Airport upon Hoffman's return home with his new bride. Karl Hoffman was held when it was discovered that his passport had been flagged. A background check revealed that he was a six-figure child support delinquent. He was arrested on a criminal non-payment of child support warrant and was detained for two weeks in Florida.



Hoffman had only paid \$200 since 2004 on a monthly child support obligation of \$1,783. For more than 3½ years he had moved from state to state, evading his responsibilities. After his arrest, he paid \$30,000 of his arrearage. He was extradited to St. Mary's County, where a judge ordered him to three years in prison, with the term suspended contingent on his paying his full arrears by Feb. 1. The payment of \$109,000 was made on January 24.

The case illustrates how Maryland is using the Passport Denial program to collect money that is needed to support children. Working in partnership with federal authorities, Maryland more than doubled the amount of child support collected under the Passport Denial program from 2006 to 2007, collecting \$683,000 last year. The Child Support Enforcement Administration collects nearly \$500 million annually.

"Passport denial is an increasingly valuable tool," said Secretary Brenda Donald. "We are using every option we can to bring people who owe child support back to the table and make sure they meet their financial obligation to their children."

Human Resources Corner

By: Mark Wilson

Open Enrollment:

It is that time of year again when State employees have the opportunity to make any changes to their health benefits and/or insurance coverage. You may elect to make changes during the open enrollment period which is

April 21-May 14, 2008

This is the only time for the next year of coverage that you may make changes. In the next several weeks you will receive your benefits verification form. Review it and if you desire to make any ***changes you will need to complete and file a written*** form with Human Resources this year. All changes to health benefits are effective as of July 1, 2008.

Health Benefits Fair

The Health Benefits Fair is scheduled for ***April 2, 2008 from 11:30 a.m. until 2:00 p.m. in Conference Room 2B***. Various vendors from the benefits providers will be on hand to answer any questions you may have. You may also access the benefit provider's websites for information to ask questions or to review their provider list. You will be provided this website list when you are given your health benefits booklet, or you may stop by Human Resources and obtain the internet addresses as well.

Children Covered Up to Age 25

Effective this enrollment period, dependent children may be covered up to age 25. This is a change from age 23, therefore if you had to remove your dependent child because they turned 23 or were not actively enrolled in school, you may reenroll them until they reach the age of 25.

Dependent and or Health Care Spending Accounts

If you desire to enroll or want to continue existing participation, you will have to complete the appropriate enrollment form and submit it to Human Resources during open enrollment. These programs allow you to put pre-tax dollars into an account and then you submit receipts for service for reimbursement. If you have questions, please stop by Human Resources.

State of Maryland Leave Bank

You may join the Leave Bank by donating eight hours of leave to the Leave Bank. Your membership is valid for two years. The Leave Bank provides leave to employees who are on leave without pay due to medical reasons. The medical condition must meet specific criteria for approval. Membership ***does not*** guarantee that you will be awarded leave if you apply. If you have questions, please visit Human Resources or the benefit provider at the Health Benefits Fair.

KICK IT CAMPAIGN @ FCDSS

By: Melanie Fay, Addictions Counselor

The Frederick County Substance Abuse Services and the Frederick County Department of Social Services are offering onsite Smoking Awareness & Cessation classes in March 2008 at 100 E. All Saints Street. This opportunity is funded by a grant from the Department of Health and Mental Hygiene, Center for Health Promotion.

Melanie Fay, our on-site Addictions Counselor, will be offering our customers and **staff** the opportunity to quit smoking for life by providing support and free resources. The *Quit Now* program and cessation classes will address this global health problem. Support and encouragement increases the success rates for overcoming the powerful nicotine addiction.

Customers who smoke will be identified by a brief survey given to them by the Front Desk as well as through referrals of smokers by case managers to Melanie. Temporary Cash Assistance (TCA) applicants who smoke will complete a 1-hour nicotine awareness training. This training will provide accurate details regarding the health risk to smokers as well as the risks of second hand smoke. Each attendee will be given information about Maryland's *Quit Now* program and *Cessation* classes. The *Quit Now* program is funded by DHMH and connects smokers who want to quit with a 7 day per week telephone help line. The line is open from 8am till midnight to assist callers with cravings and to offer ongoing encouragement. The *Quit Now* and cessation classes are offered **free** of charge to customers and staff.

The awareness classes will be held twice a week at set times and the *Cessation* classes will meet twice a week for 4 weeks. Those customers who participate in the cessation program will be eligible to receive medication assistance from the Health Department by completing a form and requesting their that primary care physician fax it to the Health Department.

Any staff interested in the free *Quit Now* program or the *Cessation* classes, should contact Melanie Fay at 301-600-4578 for more details.



In case you missed it...

❖ Mileage Reimbursement Rates

In case you missed the announcement, reimbursement for personal vehicles for official business mileage increased from \$.485 to \$.505 per mile.

All agencies should review current practices and ensure that reimbursement is effectively managed. Such assurances include that employees travel only when necessary, use State agency vehicles whenever possible, carpool whenever feasible, and generally organize their business travel to minimize POV mileage.

Employees are reminded that they **MUST** request the use of a State vehicle for business travel. Per State of Maryland Policies and Procedures for Vehicle Fleet Management, if an employee elects to use a personal vehicle when a State vehicle is available, the rate of reimbursement will be one-half the regular rate.

For additional information, the policies and procedures are located at:

www.dbm.maryland.gov/dbm_publishing/public_content/dbm_taxonomy/other_services/state_fleet_management_services/fleet_mgmt_draft_manual12_17.pdf

Summary
Personally Owned Vehicle Mileage
Reimbursement Rates

Effective Date	Rate
January 1, 2006	\$0.445
January 1, 2007	\$0.485
January 1, 2008	\$0.505

❖ Partnership with Department of Health & Mental Hygiene (DHMH) Highlights 5.2 Percent Increase for DHR

Governor Martin O'Malley's Fiscal 2009 budget would create a Mobile Crisis Team to provide 24-hour access to mental health services for children in Maryland's family foster homes.

The budget, if approved by the Maryland State Legislature, increases the Department of Human Resources' budget by 5.2 percent. Child Welfare funding under the budget increases by nearly \$21 million over current fiscal year appropriations. The Governor's budget also increases foster care maintenance payments by \$11.4 million – including an additional \$3.1 million to raise the amount of monthly grants to foster parents.

The Mobile Crisis Team would operate in a partnership between DHR and the Maryland Department of Health and Mental Hygiene (DHMH) to stabilize foster home placements by providing a needed support to many of the State's foster parents. The \$1.2 million for the first year of funding for the crisis team would help improve mental health outcomes for many of Maryland's 10,200 foster children.

- ❖ StateStat is an accountability process managed by the Governor's StateStat Team that involves the continuous assessment of the progress of an agency toward meeting its goals. DHR was one of three State agencies selected to begin the StateStat process in April 2007, and has presented performance data to the StateStat Team on roughly a bi-weekly basis since then.

- ❖ The Voluntary Income Tax Assistance (VITA) program began February 14, 2008 and is facilitated through the on-site Employment Resource Center (ERC). As of February 20th, volunteers have assisted 23 citizens with completion of their 2007 taxes. To date, there have only been two no show/no call for appointments. A total of 122 appointments are currently scheduled through March 13, 2008. Information regarding the program is posted in the lobby area as well as on the agency website to increase availability of the service to the public.

❖ **Customer Service Improvements - FIA**

In an effort to provide a more effective and positive experience for customers requesting in-person services from the agency, the following changes occurred on February 11, 2008:

- The doors to the waiting room now open at 7:30 AM rather than 8:00 AM.
- A “take a number” stand is placed by the doors and customers are instructed to take a number and be seated until reception staff is available to assist them beginning at 8:00 AM.
- A staff member is stationed at the entrance to the waiting room to guide customers as well as give out information and application forms so customers can complete them while they wait.
- A “now serving” sign is posted above the reception windows so customers can see the number currently being served.
- A short customer survey is given to each visitor asking if they like the new system or not and asking for suggestions. The overwhelming majority have indicated they believe the new system is an improvement. The surveys also indicated that 97% of the customers were not visiting the agency for the first time.
- Clerical staff from the Services Division has been trained and assist at the front desk daily from 8:00 – 12:00. This provides for three (3) reception staff during the peak hours each day which reduces the time a customer must wait before being directed to the appropriate worker/service.

Family Investment Administration staff is continuing to work on additional areas where customer service can be improved even within the confines of our current staffing limitations. Changes and modifications will be implemented as quickly as identified and feasible.

❖ **The Food and Fun Committee**

The Food and Fun Committee would like to thank all of the staff that participated in Casual Jeans Week and the Soup, Hot Dog, and Steamer Event on February 19th; each fundraiser was a huge success! Whether you made soup, baked a dessert, donated miscellaneous items or just filled your stomach with our goodies.....we really appreciated your participation! We hope you enjoyed the events as much as we did.

Our March Events included an Easter Egg Sale; employees picked an egg from the basket and won prizes or candy. Some of the prizes included free parking passes, free jeans day, free item from the snack box, and discounts off of future Food and Fun Committee Events. As always, everyone enjoyed Casual Jeans Week.

April 14th – 17th

Casual Jeans Week – Buy three days at one time and get the 4th day free. The free day will be April 15th in observance of TAX DAY...

April 23rd

The breakfast cart will be coming around on the 23rd to kick off the celebration of Administrative Professionals Day. Treat your favorite person to breakfast... or just treat yourself. We hope to have a selection of bagels, muffins, coffee cake and fresh fruit.

May

Events will include a Beautiful Baby Contest... a Red White and Blue Dessert Cart and Casual Jeans Week. Keep watching your email for details and dates on all of the upcoming events.



..... when you participate in our Events, you are helping to raise funds for the All Staff Jingle Mingle. Discount tickets will be available to all staff members that participate in at least eight (8) prepaid events, not including the snack box.

Thanks again for all of your support!!

❖ Microsoft Migration - What does it do for you?

Frederick DSS is participating in a pilot with the western region counties to move off the Novell server and onto a Microsoft 2003 server. In its day, Novell was the premier network system; however, Microsoft has improved its networking platform. Since our desktop operating system is Microsoft Windows, migrating over to a Microsoft network will enhance the operation of the network by allowing us to better use the features. One of the best enhancements is that all items that are saved under My Documents are now stored on the hard drive. When you log off the network in the evening, the files are synchronized (copied) to the server. As a result, if the server goes down or needs to go off line, you will still be able to work.

Note: All workers should log off their PC in the evening; not lock it so that the synchronizing can take place.

A second great feature is that we can update the software on your computer over the network. In the past, we would have to come around to every machine to do the updates. We will be updating a new version of Groupwise in the near future.

Another future project that resulted from this conversion will be the piloting of Outlook/Exchange for handling our e-mail later this year or early next year. IT staff will soon be able to remotely access your PC to help with problems or errors that you are experiencing.

As a result of this migration, the network runs smoother and the enhancements have made the network much more secure. Thank you for your patience as these enhancements are installed throughout the building. If you have any questions or concerns, please contact Sandy Caho (x32412) or Phillip Patrick (x34542).

“THE GAS-STATION ATTENDANT looks at the car and says, ‘You got a flat tire.’ I said, ‘No, the other three just swelled up.’” – *Bill Engvall*



Hello!/Ciao!/Hola!/ ---

Welcome Aboard

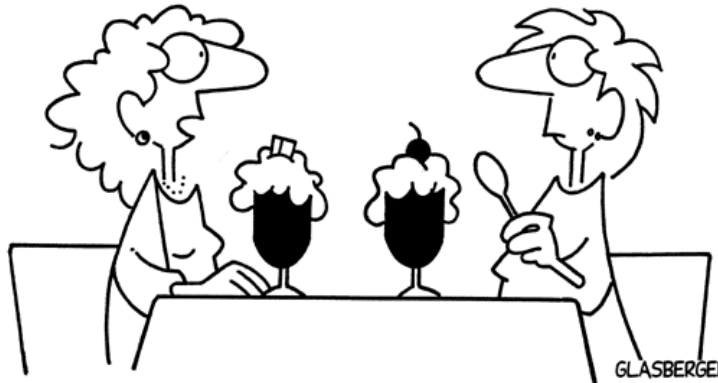
La'Tronya Ware, Foster Care - 1/2008
Katherine Bui, Child Protective Services -1/2008
Suzanne Harper, Family Investment Administration -1/2008
Yanique Lewis, Family Investment Administration, 2/2008



& Farewells ...

Resignations/Transfers/Retirements

Yvonne Iscandari, Family Investment Administration -1/2008
Eleanor Doody, Energy -1/2008
Carolyn Adams, Foster Care - 2/2008
Rosa Andaya, Child Protective Services - 2/2008
Julane Anderson, Energy -2/2008
Carol Huff, Child Protective Services - 2/2008
Michelle Repp, Foster Care - 1/2008



**"If you put a crouton on your sundae
instead of a cherry, it counts as a salad."**



Did You Hear?

Birthdays



April

Margo Hammond	3 rd
Vicky Carswell	5 th
Tammy Conaway	10 th
Imma Smith	13 th
Betty Harris	16 th
Jacque Butts	18 th
Hans Curnutte	19 th
La'Tronya Ware	20 th
Karen Fuss	21 st
Bill Gaunt	22 nd
Suzanne Harper	23 rd
Megan Rosenblatt	23 rd
Laura Ogg	25 th
Betty Naylor	27 th
Lisa Brakebill	28 th

May

Nancy Parker	1 st
Jessica Stank	5 th
Liska Brown	9 th
Donna Jackson	10 th
Dana Moore	11 th
Hawa Clemons	13 th
Georgina Acquaah-Harrison	13 th
Victoria Leizear	18 th
Kristen Jones	20 th
Jeannine Jennings	22 nd
Sandra Knight	23 rd
Maureen Cleveland	23 rd
Jennifer Nichols	23 rd
Veronica Wight	24 th
Susan Shain	27 th
Melissa Hinebaugh	27 th
Ashley Logsdon	27 th
Santa Hsu	28 th
Moji Akinnibi	28 th

June

Cynthia Fincham	1 st
Ruth Wilhide	3 rd
Angela Banados	13 th
Valerie Thompson	13 th
Leslie Hagerty	17 th
Michelle Tatum	17 th
Heather Chorney	18 th
Mai Nguyen	18 th
Mary Domer	20 th
Pamela Salovich	20 th
Donna Stokes	21 st
Ingrid Jacobsen	26 th
Erica Burns	28 th
Sara Fankhauser	28 th

Service Anniversaries

April

Mark Wilson	4/11/90
Lorraine Davis	4/01/92
David Drees	4/01/92
Teressa Stouffer	4/07/93
Carole Faulder	4/05/95
Etta Baker	4/07/99
Barbara Butts	4/23/01
Assunta Hage	4/12/06
Lisa Brakebill	4/12/06
Victoria Williar	4/02/07
Leslie Slaby	4/16/07
Patricia Stiles	4/30/07

May

Michelle Tatum	5/21/75
Lori Heslin	5/19/82
Shawnae Rich	5/04/94
Dawn Hanscom	5/25/94
Leon Hewerdine	5/31/95
Georgina	
Acquaah-Harrison	5/15/02
Denise Beck	5/03/06
Bernadette Fuss	5/30/06
Amanda Showe	5/07/07

June

Tammy Bales	6/02/82
Deborah Malinak	6/17/92
Vicky Carwsell	6/06/94
Laura Ogg	6/23/04
Carla Shell	6/22/05
Kelly Glotfelty	6/14/06
Ashley Logsdon	6/21/06
Kate McMahon	6/21/06
Susan Fligger	6/06/07
Veronica Wolfhand	6/06/07
Chrissy Long	6/06/07
Kristen Jones	6/06/07
Valerie Thompson	6/20/07
Erica McMonigle	6/20/07

FCDSS Supports the Community



Upcoming Outreach Events

- No agency outreach activities are planned at the current time. The next major event will be the Children's Festival in April 2008. The Child Care Unit will be presenting a craft for the children attending; contact Deborah Lundahl if you would like to represent the agency at the booth.

Foster Care Events

April

3 rd , 10 th , 17 th , & 24 th	Pre-Service Sessions	6–9 pm
5 th	Walkersville Train Ride and Luncheon Recruitment/Retention Event	10:30 am to 1:30 pm
15 th	In-Service Training - Positive Parenting: Part 1	6–8 pm
26 th	Annual Association Car Wash and Live Radio Broadcast at Frederick Shell Car Wash, Route 40, Frederick	9 am to 3 pm

May

3 rd	Walk Me Home 5K Foster Care Run/Walk in Washington DC	
5 th	Tentative Date for Local Foster Parent Appreciation Dinner at St. Joseph Church, Buckeystown	5:30 –8 pm
12 th –16 th	National Foster Parent Conference, Atlanta, GA	
17 th	Metropolitan Washington Council of Governments Foster Parent Appreciation Gala, Grand Hyatt Hotel, Washington	6 pm
27 th	Pre-Service Training, session 2	6-9pm
28 th	Meet and Greet Information Session	7-8 pm
31 st	Tentative date for State Association Training Conference	

June

10 th , 17 th , 24 th	Pre-Service Training, sessions 3/6/9	6–9 pm
14 th & 21 st	Pre-Service Training, sessions 4-5/ 7-8	8:30 am-2:30 pm
13 th	Frederick Keys Baseball Game, Fireworks, and Picnic Dinner Recruitment/Retention Event	6:00 pm - ?

Fun & Games

Note: Answers will be in the next newsletter!

1. Identify the following stores in the Mall:

- a. Void between two designated objects b. Sovereign State of Elongated Fruit
- c. Livestock Housing and Aristocrat d. Corporeal Fabrication Area

2. Match the left column to the right:

Lombard Street

The Big Easy

Bourbon Street

The Windy City

Michigan Avenue

Beantown

Newbury Street

The City by the Bay

3. Complete the puzzle by filling in the blanks (2 words).

Hint: ten more minutes ☺

__ N __ O __ _ _ _ T _ _ _

5. How many of the six (6) U.S. presidents name James can you name?

"The Employee Connection"

**A PUBLICATION OF THE FREDERICK COUNTY
DEPARTMENT OF SOCIAL SERVICES**

DIANE W. GORDY, DIRECTOR

JULIE GLUSHAKOW, EDITOR

WEB ADDRESS: WWW.FCDSS.INFO

*Diverse views are presented and do not
necessarily reflect the opinions or the official
policies of DHR and/or FCDSS.*

Submission Information

The newsletter will be published quarterly on
January 1, April 1, July 1 and October 1.
Submissions and/or suggestions for the June issue
are due in writing to:

Julie Glushakow
(Room 412 or email) by

Monday, June 9, 2008.